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Unit 2, Attorneys and Hearing Officers Total Compensation Survey

**Department of Personnel Administration
Labor Relations Division
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2007 Survey of Total Compensation For Attorneys in California

Summary

The Department of Personnel Administration conducted this survey pursuant to the contract between the State of California (State) and the union representing attorneys working for the State; the California Attorneys, Administrative Law Judges and Hearing Officers in State Employment (CASE). The contract's term is July 1, 2005, through June 30, 2007.

Article 15.7 of the contract states:

In order for the State to recruit and retain skilled Attorneys, Administrative Law Judges, Hearing Officers and Deputy Commissioners, it is the policy of the State to consider prevailing compensation in comparable public sector positions prior to negotiating salaries for a successor memorandum of understanding. Consistent with the above, the State shall conduct a salary survey of appropriate public sector jurisdictions and agrees to meet with CASE prior to the negotiations for a new agreement in order to share the results of the survey.

The data we collected allows us to compare total compensation: base salary, benefits, and various incentive payments. Although our goal was to establish comparability of the total package, this report also shows how the individual compensation components compare across jurisdictions. (See Table 1 for jurisdictions surveyed.) We also examined recruitment and retention.

- The State recruits and retains attorneys without difficulty. Since January 2004 the vacancy rate for the journey-level class has never been greater than 12.6%. The vacancy rate for the senior-journey class has not been greater than 10.0% during the same period. (Vacancy rates for the entry-level class were not available, because the State Controller's Office database does not provide data for each class range separately.)
- The State lags or leads in total compensation based on regional variations and benchmark classification. In the Central California Region, the State leads in all classifications. In the Sacramento Region, the State leads in two classifications. In the Bay Area Region, Los Angeles Area Region and San Diego County/Southern California Region, the State lags in all classifications. However, agencies have not reported any problems in finding and keeping attorneys.
- The State provides a statutory contribution for retiree health care that guarantees a vested employee will receive the employer's contribution. A State employee with 20 years of experience is 100% vested. This means that the State pays the maximum contribution towards health insurance for the retired employee and family. The maximum contribution is based on the average of the cost of the four health plans with the highest enrollment. It may not cover the entire cost of health insurance, depending on the plan, but does significantly reduce the cost to the retiree.

- Only two jurisdictions, the City and County of San Francisco and the County of Los Angeles, pay more per month for health insurance for a retiree with two or more dependents. The City of San Diego, County of Sacramento, and County of Santa Clara pay for health insurance for a retiree, but not dependents. The County of San Diego and County of Orange do not provide any health insurance to retirees or their dependents. (See Appendix M for information on jurisdictions' retiree health insurance benefits.)
- The State continues to provide health insurance after a retiree reaches the age of 65, and qualifies for Medicare. The State offers insurance plans to cover expenses not paid for by Medicare. An employee who is fully vested, and selects the most cost-effective plan, would not have to be concerned with paying for health care for the rest of his or her life.
- The State continues to be one of only a few employers that provide dental insurance to retirees and their families. Other than the State, the City and County of San Francisco, County of Fresno, County of Los Angeles, and the University of California system are the only employers to provide dental insurance to retirees and their families. The City of Los Angeles and the County of Sacramento provide retiree dental insurance, but only to the retired employee, not family members. (See Appendix N for information on jurisdictions' retiree dental insurance benefits.)

Table 1 – Jurisdictions Surveyed

Sacramento/Northern California
County of Sacramento University of California, Davis Federal Government, Sacramento Area
Bay Area
City/County of San Francisco County of Santa Clara University of California, Berkeley Federal Government, Bay Area
Central Valley
County of Fresno County of Kern Federal Government, Central California Area
Los Angeles Area
City of Los Angeles County of Los Angeles County of Orange University of California, Los Angeles Federal Government, Los Angeles Area
San Diego/Southern California
City of San Diego County of San Diego University of California, San Diego Federal Government, San Diego Area

Note: Federal government data are counted individually for each of the five regions.

Table 2 – Job Classifications Surveyed (Benchmark Classes)

Level	State Rank-and-File
Entry	Staff Counsel, Range B
Journey	Staff Counsel III (Specialist)
Senior Journey	Staff Counsel IV

Data Collected

The data collected for this survey reflect the employer's significant costs for employee compensation:

- Minimum and maximum salary levels as of January 1, 2007
- Whether and how much the employer pays for Bar Association dues and educational incentives
- Other cash and pay incentives such as bonus pay, as applicable
- Employer-paid employee retirement contribution and employer contribution to employee deferred compensation, if any
- Employer-paid health care, dental care, and vision insurance
- Employer-paid Social Security and/or Medicare

In addition, we collected data on staffing and pay raises, established and filled positions, vacation, sick leave, holidays, and retirement formulas. Appendix A explains our methodology for collecting and analyzing the data. Appendices E through N summarize these data.

Survey Findings

Our comparisons to local jurisdictions and the federal government cover three rank-and-file job classifications. Table 3 shows the number of classes we found that match the State's attorney classes (benchmark classes). The federal government's matches in the five geographic regions are counted individually.

Table 3 – Count of Matched Classifications

Level	State Benchmark Classification	Number of Comparisons
Entry	Staff Counsel, Range B	16
Journey	Staff Counsel III (Specialist)	17
Senior Journey	Staff Counsel IV	17

One of the goals of the survey was to compare compensation using weighted data. This was not possible because the City and County of San Francisco, City of San Diego, County of Fresno, County of Kern, County of Sacramento, and the County of Santa Clara did not provide specific counts of attorneys by levels. According to respondents for these jurisdictions, they budget all positions at the highest level, and then fill a position at that level or a lower one. The City of Los Angeles had more filled than budgeted positions, because it may hire additional staff if it has money available. The federal government did not have the information available on established and filled positions for federal agencies in California. This explains why vacancy rates could not be calculated for some jurisdictions.

Table 4 presents the medians for two categories: maximum total compensation (salary and benefits) and maximum base salary. Benefits include employer paid employee retirement contribution, and employer contributions to health, dental, vision, Social Security/Medicare, Bar Association dues, educational and other special pays, and employer contribution to deferred compensation. The median is a better approximation of average salary than the mean, as the median is unaffected by extreme highs and lows.

The numbers in Table 4 indicate that the State's benefits do not decrease the lag in total compensation compared to the lag in salary. The entry-level maximum salary lags 13.5%, but total compensation lags 15.7%. The journey-level salary lags 4.7%, while the total compensation lags 6.2%. The 11.8% total compensation lag is smaller than the 12.0% salary lag at the senior journey-level. A review of Appendix C, Summary of Survey Responses by Agency, shows that four agencies spend more on health, dental and vision insurance than the State. Unit 2 members receive \$906 per month as a combined benefit, to pay for health, dental, and vision insurance for the employee and family. The City and County of San Francisco, County of Los Angeles, County of Sacramento, and County of Santa Clara pay more for these benefits for the employee and family. In addition, UC Berkeley, UC Los Angeles, and UC San Diego spend a higher amount on medical and dental insurance, but pay for vision insurance for the employee only. The County of Orange spends more on medical and dental, but does not pay for any vision insurance. Apart from insurance, the City and County of San Francisco, City of San Diego, County of Fresno, and County of San Diego pay a percentage of an employee's retirement contribution, while the County of Santa Clara pays the entire amount. The County of Los Angeles and all five regions of the federal government contribute to deferred compensation.

Table 4 – Base Salary and Total Compensation Comparisons
(unweighted data)

Classification	State of California Total Compensation	Labor Market Median Total Compensation	% State of California is Above or Below Median Total Compensation	State of California Maximum Base Salary	Labor Market Median Maximum Base Salary	% State of California is Above or Below Median Base Salary
Staff Counsel Range B	\$6,477	\$7,493	-15.7%	\$5,137	\$5,830	-13.5%
Staff Counsel III (Specialist)	\$11,066	\$11,747	-6.2%	\$9,478	\$9,926	-4.7%
Staff Counsel IV	\$12,079	\$13,500	-11.8%	\$10,477	\$11,737	-12.0%

With respect to retirement benefits, we found that only the State of California and the County of Santa Clara participate in CalPERS under a 2%-at-55 formula. The other departments are not CalPERS participants: they have either a 1937 Act Retirement plan or a city or county plan. (See Appendix L for details.)

Regional Compensation

Table 5 breaks out regional variations in total compensation to show where the State lags or leads the most. (All regional calculations are based on unweighted data.) This data shows State compensation lagging in the Bay Area Region, Los Angeles Region, and San Diego/Southern California Region. The entry-level lag in the Bay Area Region is particularly high, at 52.2%. There were only three matches from other jurisdictions to the entry-level class in the Bay Area Region. The total compensation median is from the County of Santa Clara. As of January 2007, the State only employed one Staff Counsel Range B in that county.¹ Recruitment and retention in the Bay Area Region will be discussed under Recruitment and Retention Issues.

Table 5 – Percent State Lags or Leads Compared to Other Employers in Total Compensation, By Region

(percentage indicates amount State is above or below the median for that region)

Level	Benchmark Classification	Sacramento Region	Bay Area Region	Central California Region	Los Angeles Region	San Diego/Southern California Region
Entry	Staff Counsel Range B	-6.3%	-52.2%	6.0%	-25.4%	-17.6%
Journey	Staff Counsel III (Specialist)	11.6%	-24.8%	21.4%	-10.8%	-12.2%
Senior Journey	Staff Counsel IV	6.9%	-39.4%	4.0%	-20.5%	-27.7%

The State leads in total compensation for all benchmark classes in the Central California Region. The dollar amount lead at the entry level is \$386, at the journey level \$2,370, and at the senior journey level \$485. In the Sacramento Region, the State leads other employers by \$1,286 at the journey level and \$834 at the senior journey level. Only two other jurisdictions in the Sacramento Region provided matches to the State's benchmark classes: the County of Sacramento and the federal government. UC Davis did not have any classifications that could be compared to the benchmarks.

Table 6 shows total compensation by region in dollar amounts.

Table 6 – Total Compensation in Dollar Amounts, By Region

(dollar amounts for regions reflect median monthly total compensation for surveyed employers in that region)

Level	Benchmark Classification	Sacramento Region	Bay Area Region	Central California Region	Los Angeles Region	San Diego/Southern California Region
Entry	Staff Counsel Range B	\$6,882	\$9,858	\$6,091	\$8,120	\$7,617
Journey	Staff Counsel III (Specialist)	\$9,780	\$13,812	\$8,696	\$12,266	\$12,421
Senior Journey	Staff Counsel IV	\$11,245	\$16,842	\$11,594	\$14,558	\$15,429

¹ Position Benefits data the State Controller's Office, January 2007.

Recruitment and Retention Issues

We examined the State's vacancy rates for the journey and senior journey classes. It was not possible to determine vacancy rates for the entry-level class Staff Counsel, Range B, because the State Controller's Office database does not provide data for ranges. The entry-level class will be discussed following this section on journey and senior journey classes.

As part of this survey, we intended to analyze vacancy rates to evaluate the impact of compensation on turnover and for recruitment. However, we were unable to collect usable data for this purpose from the majority of other jurisdictions because they do not allocate positions in the same way the State does. The survey asked respondents to provide the number of established, filled, and vacant positions for each benchmark class. Six respondents - the City and County of San Francisco, City of San Diego, County of Fresno, County of Kern, County of Sacramento, and the County of Santa Clara stated their attorney positions are not allocated to a specific class. Instead, they have a certain number of attorney positions, which they may fill at any level, as needed. Another jurisdiction, the City of Los Angeles, has established positions by class level, but also hires additional attorneys if money is available. As a result, the City of Los Angeles has 95 established positions and 116 filled positions at the entry level. The federal government did not have the information available for its agencies in California that employ attorneys. In the survey, the federal government counts as five separate jurisdictions, because we asked for federal data from five different regions.

The State's vacancy rate for December 2006 at the journey level was 11%. Five jurisdictions provided usable data on their established, filled, and vacant journey positions. As of January 2007 the City of Los Angeles' vacancy rate was 1.0%, while the County of Los Angeles' vacancy rate was 17.0%. The survey respondent for the County of Los Angeles explained its vacancy rate was higher because the County was not actively recruiting to fill vacancies. He said there was not a lot of turnover, and the County did not have a recruitment and retention problem. The County of Orange, UC Berkeley and UC San Diego all had 0.0% vacancy rates.

The State's vacancy rate for December 2006 at the senior journey level was 4.8%. Six jurisdictions provided usable data on their established, filled, and vacant senior journey positions. As of January 2007 the City of Los Angeles' vacancy rate was 9.1%, while the County of Los Angeles' was 8.3%. The County of Orange's vacancy rate was 6.3%. However, this represents only one vacant position out of a total of 16 established positions. UC Berkeley, UC Los Angeles, and UC San Diego all had 0.0% vacancy rates.

For State attorneys the survey results suggest that lower compensation does not automatically result in higher vacancy rates. That is, for the journey level class, the State's vacancy rate for December 2006 was 11.0%. The State's salary is 4.7% below the median, while total compensation is 6.2% below the median. The vacancy rate for the senior journey level was lower, at 4.8%, even though State's salary for the senior journey level is 12.0% *below* the median and total compensation is 11.8% *below* the median.

As stated previously, the highest lags were in the Bay Area Region. However, the State does not employ a large number of attorneys there, and turnover is low among State attorneys who work there. The surveyed jurisdictions were the City and County of San Francisco, County of Santa Clara, UC Berkeley, and the federal government, which reported data based on their attorneys in San Francisco. The State employs two entry-level attorneys in the surveyed

jurisdictions in the Bay Area Region – one in the City and County of San Francisco and one in the County of Santa Clara. They both have worked for the State for less than five years.¹

At the journey level, the State employs 72 attorneys in the Bay Area Region. There are 68 in the City and County of San Francisco and 4 in the County of Santa Clara. Despite the comparatively lower compensation, 72.2% of these have worked for the State for ten or more years.¹ At the senior-journey level, there is only one attorney working for the State in the Bay Area Region, in the City and County of San Francisco. That individual has also worked for the State for over ten years.¹

Table 7 shows the established, filled, and vacant positions, and the vacancy rates for the journey and senior journey classes. It begins with January 2004 and ends with December 2006. The vacancy rates for both the journey-level and senior journey-level benchmark classes change somewhat from month to month. In December 2005, for example, the vacancy rate for the journey-level class was 7.3%. In March of 2006, it rose to 12.6%; by June, it was down to 7.3%. A review of the vacancies by agency indicates that changes are due to positions being vacated and filled in several different agencies. That is, there are no major changes in any one agency.

¹ Position Benefits data from the State Controller's Office, January 2007.

The senior-journey vacancy rate also varies. In December 2005, the vacancy rate was 10%. There were 25 established positions, so the 10% represented only 2.5 vacant positions. In March 2006, the vacancy rate decreased to 5.6%, because 1.1 positions were filled.

Table 7 – Established Positions for State Journey and Senior Journey Benchmark Classes, January 2004 to December 2006

Date	Classifications	Journey	Senior Journey
Jan-04	Established	314.4	16
	Filled	280.8	15
	Vacant	33.7	1
	Vacancy %	10.7%	6.3%
Mar-04	Established	310.9	15
	Filled	281.8	15
	Vacant	29.2	0
	Vacancy %	9.4%	0.0%
Nov-04	Established	322.7	21
	Filled	290.1	19.9
	Vacant	32.6	1.1
	Vacancy %	10.1%	5.2%
Dec-04	Established	325.3	21
	Filled	293.3	19.9
	Vacant	32	1.1
	Vacancy %	9.8%	5.2%
Mar-05	Established	337.3	21
	Filled	298.8	19.9
	Vacant	38.5	1.1
	Vacancy %	11.4%	5.2%
Jun-05	Established	331.6	22
	Filled	294.4	20.9
	Vacant	37.3	1.1
	Vacancy %	11.2%	5.0%
Sep-05	Established	332.7	24
	Filled	298.4	21.9
	Vacant	34.2	2.1
	Vacancy %	10.3%	8.8%
Dec-05	Established	349.4	25
	Filled	324	22.5
	Vacant	25.3	2.5
	Vacancy %	7.3%	10.0%
Mar-06	Established	353.9	25
	Filled	309.2	23.6
	Vacant	44.7	1.4
	Vacancy %	12.6%	5.6%

Table 7 – Established Positions for State Journey and Senior Journey Benchmark Classes, January 2004 to December 2006 (continued)

Date	Classifications	Journey	Senior Journey
Jun-06	Established	372.9	27
	Filled	345.7	26.6
	Vacant	27.2	0.4
	Vacancy %	7.3%	1.5%
Sep-06	Established	384.5	29
	Filled	350.1	27.6
	Vacant	34.4	1.4
	Vacancy %	9.0%	4.8%
Dec-06	Established	399.3	29
	Filled	355.5	27.6
	Vacant	43.8	1.4
	Vacancy %	11.0%	4.8%

Source: Based on Established Positions data from the State Controller's Office.
Data is for month end, not a monthly average.

As stated previously, the State Controller's Office does not provide established, filled, and vacant positions by ranges in a class. Therefore, we could not determine the number of vacant, entry-level attorney positions. To provide an idea of how many entry-level Staff Counsels the State employs, Table 8 presents the total number of Staff Counsel positions, the number of Staff Counsel, Range B positions, and the percentage of Range Bs that are part of the total. The table begins with January 2004 and ends with January 2007. Only 6.0% of Staff Counsels were in Range B in January 2004. In January 2007, the percentage is 10.8%. This is the second highest percentage, topped only by the 10.9% in Range B in April 2005.

Table 8 – Entry-Level State Benchmark Class: Total Staff Counsel Positions and Total Staff Counsel, Range B Positions January 2004 to January 2007

Date	Total Filled Staff Counsel Positions	Total Staff Counsel, Range B Positions	Staff Counsel, Range B Filled Positions as a % of all Filled Staff Counsel Positions
Jan-04	602	36	6.0%
Apr-04	611	42	6.9%
Jul-04	648	53	8.2%
Oct-04	637	60	9.4%
Jan-05	638	65	10.2%
Apr-05	626	68	10.9%
Jul-05	629	63	10.0%
Oct-05	638	58	9.1%
Jan-06	632	56	8.9%
Apr-06	632	55	8.7%
Jul-06	656	61	9.3%
Oct-06	650	61	9.4%
Jan-07	640	69	10.8%

Source: Based on data from the State Controller's Office.

APPENDIX A

Survey Methodology

The Department of Personnel Administration staff collected, reviewed, and compiled all the data for this survey. Staff verified the data by contacting survey respondents and searching jurisdiction websites.

In January 2007, DPA provided a survey questionnaire to the organizations DPA identified as representative of public employers similar to the state, as well as to the federal Office of Personnel Management. DPA also chose this sample to reflect geographic diversity and different population sizes, while keeping the number of participants to a manageable number for analysis purposes.

Staff in the surveyed jurisdictions matched their classes to the state's benchmark classes in all jurisdictions except the County of Kern and County of Orange. Staff in those jurisdictions referred DPA staff to their websites, which DPA used to identify the classes that matched the survey benchmarks.

The benchmarks were selected to represent three different levels of experience. The entry-level, Staff Counsel Range B, was selected because it does not require previous experience. DPA chose Staff Counsel III (Specialist) to represent the journey-level class because it is the highest paid journey-level class. Its salary is the most an attorney in a journey-level class with no supervisory duties can earn. The senior-journey class, Staff Counsel IV, was selected because it is the highest paid, non-supervisory, senior-level class.

The benchmark attorney classes used in this survey represent attorneys who do not work in the Department of Justice (DOJ). They work for other state agencies. We did not use DOJ attorneys as benchmark classes because their work is too specialized. It would have been difficult to get matches from local jurisdictions.

The questionnaire asked for the following information:

- Minimum and maximum salary levels as of January 1, 2007
- Whether and how much the employer pays for Bar Association dues and educational incentives
- Other cash and pay incentives such as bonus pay, as applicable
- Employer-paid employee retirement contribution and employer contribution to employee deferred compensation, if any
- Employer-paid health care, dental care, and vision insurance
- Employer-paid Social Security and/or Medicare
- Number of established and filled positions

The data is unweighted because of the unavailability of information on established and filled positions from the City and County of San Francisco, City of San Diego, County of Fresno, County of Kern, County of Sacramento, and the County of Santa Clara. The City of Los Angeles had more filled than established positions, and the federal government did not have the information available, which also affected the decision against weighting the data.

Assumptions

Mean and Median

The survey used the median total compensation of the surveyed jurisdictions as the basis of comparison for the State's total compensation. The median is the middle value in a series of numbers; half the data values are above the median, and half are below. The mean is an average calculated by adding and dividing by the count, and takes into account the extremes at the upper and lower end. The median is a better approximation of average salary than the mean, as the median is unaffected by extreme highs and lows.

Salaries and Benefits

Salaries are as of January 1, 2007. The only exception is for the federal government. Its 2007 pay raises went into effect on January 7, 2007.

Deferred Compensation

The County of Los Angeles contributes a maximum of 4% to an employee's 401k plan and a maximum of 4% to an employee's 457 plan. The survey uses 8% to compute the County's deferred compensation contribution.

Medicare and Social Security

The employer's contribution for Medicare is 1.45%. The employer's contribution for Social Security is 6.2%. These percentages were used for all jurisdictions except the City of San Diego, which pays 1.45% into Medicare, and a mandatory 3% into its Supplemental Pension and Savings Plan, which takes the place of Social Security. The City may pay up to 3.05% in addition to the 3%, if the employee contributes more than the mandatory 3%. For the City of San Diego only, 4.45% (1.45% plus 3%) was used to calculate these employers' contributions.

APPENDIX B

California Attorneys – Background

According to the California Bar Association, as of January 2006, its membership included over 150,000 practicing attorneys.¹ The state's population, as of January 2006, was 37,172,015.² This equals one attorney for approximately every 248 people living in California.

The California Department of Justice employs the largest number of attorneys working for a State agency. Attorneys work in one of three different divisions: Civil Law, Criminal Law, and Public Rights.

Their role is to "provide skilled legal services to state agencies and officials in trial and appellate litigation which includes prosecuting and defending matters in state and federal courts and before various administrative tribunals".

The State Compensation Insurance Fund (SCIF) employs 36 out of the 69 entry-level Staff Counsels who work for the State. The role of their legal staff is to protect the interests of employers who have workers' compensation insurance through the SCIF in cases before the Workers' Compensation Appeals Board and the courts. Attorneys also provide legal advice to management and staff.

The two largest employers of Staff Counsels III (Specialist) are the California Department of Insurance and the California Department of Social Services. They each have 42 journey-level attorneys. Attorneys working for the Department of Insurance review and approve applications by insurers who want to do business in California, prosecute violations of the Insurance Code, and draft legislation related to the insurance industry. Attorneys working for the Department of Social Services enforce regulations pertaining to community care facilities, children and family services, and other programs run by the department.

The Department of Education is the largest employer of Staff Counsels IV. It employs 6 out of a total of 29 senior journey-level attorneys. These attorneys represent the department, the Superintendent of Public Instruction, and the State Board of Education, when there is no conflict of interest, in all litigation in federal and state courts. They also research and draft legal advisories relating to statewide educational issues.

¹ State Bar Association of California. "The State Bar of California: What Does It Do? How Does It Work?" January 2006.

² Rand California. "Total Population Statistics in California." Updated as of May 2006.

**APPENDIX C
SUMMARY OF SURVEY RESPONSES BY AGENCY**

Attorney - Entry														
Surveyed Agency	Classification Title	Monthly Minimum	Monthly Maximum	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation
State of California	Staff Counsel, Range B	\$4,678	\$5,137	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$393	\$6,477
City and County of San Francisco	Attorney (Civil/Criminal)	\$8,552	\$9,900	\$0	\$860	\$157	Included in Medical	\$0	\$0	\$104	\$49	\$0	\$647	\$11,717
City of Los Angeles	Deputy City Attorney II	\$7,776	\$9,065	\$0	\$857	\$17	\$0	\$40	\$0	\$0	\$0	\$0	\$131	\$10,111
City of San Diego	Deputy City Attorney I or II	\$4,841	\$6,370	\$715	N/A	N/A	N/A	\$33	\$0	\$0	\$217	\$0	\$283	\$7,617
County of Fresno	Deputy County Counsel I	\$3,631	\$4,413	\$0	\$642	Included in Medical	Included in Medical	\$33	\$0	\$0	\$77	\$0	\$338	\$5,503
County of Kern	Deputy County Counsel II	\$4,671	\$5,702	\$0	\$901	Included in Medical	Included in Medical	\$33		\$579	\$0	\$0	\$436	\$7,651
County of Los Angeles	Associate County Counsel	\$4,856	\$5,412	\$920	N/A	N/A	N/A	\$33	\$0	\$0	\$0	\$433	\$78	\$6,877
County of Orange	Attorney II	\$6,098	\$6,796	\$0	\$979	\$74	\$0	\$48	\$0	\$125	\$0	\$0	\$99	\$8,120
County of Sacramento	Attorney I - Criminal	\$5,958	\$5,958	\$0	\$827	\$95	Included in Medical	\$33	\$0	\$0	\$0	\$0	\$456	\$7,369
County of San Diego	Deputy County Counsel	\$4,380	\$7,112	\$633	N/A	N/A	N/A	\$48	\$0	\$284	\$498	\$0	\$544	\$9,119
County of Santa Clara	Attorney I	\$7,161	\$7,520	\$0	\$1,071	\$113	\$11	\$43	\$0	\$0	\$526	\$0	\$575	\$9,858
Federal Government - Bay Area	General Attorney GS 9	\$4,217	\$5,482	\$0	\$697	\$0	\$0	\$0	\$0	\$66	\$0	\$274	\$419	\$6,938
Federal Government - Central California	General Attorney GS 9	\$3,644	\$4,737	\$0	\$697	\$0	\$0	\$0	\$0	\$57	\$0	\$237	\$362	\$6,091
Federal Government - Los Angeles	General Attorney GS 9	\$4,013	\$5,217	\$0	\$697	\$0	\$0	\$0	\$0	\$63	\$0	\$261	\$399	\$6,636
Federal Government - Sacramento	General Attorney GS 9	\$3,850	\$5,005	\$0	\$697	\$0	\$0	\$0	\$0	\$60	\$0	\$250	\$383	\$6,395
Federal Government - San Diego	General Attorney GS 9	\$3,893	\$5,061	\$0	\$697	\$0	\$0	\$0	\$0	\$61	\$0	\$253	\$387	\$6,460
UC Berkeley	No Match													
UC Davis	No Match													
UC Los Angeles	Counseling Attorney	\$6,188	\$6,718	\$0	\$890	\$124	\$13	\$33	\$0	\$0	\$0	\$0	\$514	\$8,292
UC San Diego	No Match													
No. of Matches		16												
Base Salary Median		\$5,830												Total Comp Median
Base Salary Mean		\$6,279												Total Comp Mean
Percentage Above or Below Median		-13.5%												Percentage Above or Below Median
Percentage Above or Below Mean		-22.2%												Percentage Above or Below Mean

**APPENDIX C
SUMMARY OF SURVEY RESPONSES BY AGENCY**

Attorney - Journey															
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation	
State of California	Staff Counsel III (Specialist)	\$7,682	\$9,478	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$641	\$11,066	
City and County of San Francisco	Attorney (Civil/Criminal)	\$10,144	\$12,029	\$0	\$860	\$157	Included in Medical	\$0	\$0	\$104	\$60	\$0	\$678	\$13,888	
City of Los Angeles	Deputy City Attorney IV	\$10,906	\$12,629	\$0	\$857	\$17	\$0	\$40	\$0	\$0	\$0	\$0	\$183	\$13,726	
City of San Diego	Deputy City Attorney III, IV	\$6,625	\$10,199	\$715	N/A	N/A	N/A	\$33	\$0	\$0	\$347	\$0	\$454	\$11,747	
County of Fresno	Deputy County Counsel III	\$5,596	\$6,803	\$0	\$642	Included in Medical	Included in Medical	\$33	\$0	\$0	\$120	\$0	\$520	\$8,118	
County of Kern	Deputy County Counsel III	\$5,398	\$6,590	\$0	\$901	Included in Medical	Included in Medical	\$33	\$0	\$667	\$0	\$0	\$504	\$8,696	
County of Los Angeles	Deputy County Counsel	\$7,568	\$9,926	\$1,687	N/A	N/A	N/A	\$33	\$0	\$0	\$0	\$794	\$144	\$12,585	
County of Orange	Attorney IV	\$7,849	\$10,568	\$0	\$979	\$74	\$0	\$48	\$0	\$125	\$0	\$0	\$153	\$11,947	
County of Sacramento	Attorney III - Criminal	\$6,201	\$7,536	\$0	\$827	\$95	Included in Medical	\$33	\$0	\$0	\$0	\$0	\$576	\$9,068	
County of San Diego	Senior Deputy County Counsel	\$7,401	\$12,081	\$633	N/A	N/A	N/A	\$48	\$0	\$483	\$846	\$0	\$679	\$14,770	
County of Santa Clara	Attorney III - County Counsel	\$10,032	\$11,060	\$0	\$1,071	\$113	\$11	\$43	\$0	\$0	\$774	\$0	\$664	\$13,735	
Federal Government - Bay Area	General Attorney GS 13	\$7,271	\$9,453	\$0	\$697	\$0	\$0	\$0	\$0	\$113	\$0	\$473	\$641	\$11,378	
Federal Government - Central California	General Attorney GS 13	\$6,285	\$8,170	\$0	\$697	\$0	\$0	\$0	\$0	\$98	\$0	\$409	\$622	\$9,996	
Federal Government - Los Angeles	General Attorney GS 13	\$6,920	\$8,996	\$0	\$697	\$0	\$0	\$0	\$0	\$108	\$0	\$450	\$634	\$10,886	
Federal Government - Sacramento	General Attorney GS 13	\$6,639	\$8,631	\$0	\$697	\$0	\$0	\$0	\$0	\$104	\$0	\$432	\$629	\$10,492	
Federal Government - San Diego	General Attorney GS 13	\$6,714	\$8,729	\$0	\$697	\$0	\$0	\$0	\$0	\$105	\$0	\$436	\$630	\$10,597	
UC Berkeley	Director	\$7,067	\$12,967	\$0	\$890	\$124	\$13	\$33	\$0	\$0	\$0	\$0	\$692	\$14,719	
UC Davis	No Match														
UC Los Angeles	No Match														
UC San Diego	Specialist	\$11,367	\$11,367	\$0	\$890	\$124	\$13	\$33	\$0	\$0	\$0	\$0	\$669	\$13,096	
No. of Matches			17												
Base Salary Median			\$9,926											Total Comp Median	\$11,747
Base Salary Mean			\$9,867											Total Comp Mean	\$11,732
Percentage Above or Below Median			-4.7%											Percentage Above or Below Median	-6.2%
Percentage Above or Below Mean			-4.1%											Percentage Above or Below Mean	-6.0%

APPENDIX C SUMMARY OF SURVEY RESPONSES BY AGENCY															
Attorney - Senior Journey															
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation	
State of California	Staff Counsel IV	\$8,486	\$10,477	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$656	\$12,079	
City and County of San Francisco	Attorney (Civil/Criminal)	\$12,328	\$13,592	\$0	\$860	\$157	Included in Medical	\$0	\$0	\$104	\$68	\$0	\$701	\$15,481	
City of Los Angeles	Assistant City Attorney	\$12,323	\$13,868	\$0	\$857	\$17	\$0	\$40	\$0	\$0	\$0	\$0	\$201	\$14,983	
City of San Diego	Deputy City Attorney V, VI	\$10,607	\$14,924	\$715	N/A	N/A	N/A	\$33	\$0	\$0	\$507	\$0	\$664	\$16,843	
County of Fresno	Senior Deputy County Counsel	\$6,137	\$10,418	\$0	\$642	Included in Medical	Included in Medical	\$33	\$0	\$0	\$184	\$0	\$655	\$11,933	
County of Kern	Deputy County Counsel IV	\$6,927	\$8,456	\$0	\$901	Included in Medical	Included in Medical	\$33	\$0	\$854	\$0	\$0	\$626	\$10,871	
County of Los Angeles	Senior Deputy County Counsel	\$8,476	\$11,737	\$1,995	N/A	N/A	N/A	\$33	\$0	\$0	\$0	\$939	\$170	\$14,875	
County of Orange	Senior Attorney	\$8,961	\$12,099	\$0	\$979	\$74	\$0	\$48	\$0	\$125	\$0	\$0	\$175	\$13,500	
County of Sacramento	Attorney IV-Criminal	\$6,837	\$8,724	\$0	\$827	\$95	Included in Medical	\$33	\$0	\$0	\$0	\$0	\$630	\$10,310	
County of San Diego	No Match														
County of Santa Clara	Attorney IV-County Counsel	\$12,196	\$15,179	\$0	\$1,071	\$113	\$11	\$43	\$0	\$0	\$1,063	\$0	\$724	\$18,202	
Federal Government - Bay Area	General Attorney GS 14	\$8,593	\$11,170	\$0	\$697	\$0	\$0	\$0	\$0	\$134	\$0	\$559	\$666	\$13,226	
Federal Government - Central California	General Attorney GS 14	\$7,426	\$9,654	\$0	\$697	\$0	\$0	\$0	\$0	\$116	\$0	\$483	\$644	\$11,594	
Federal Government - Los Angeles	General Attorney GS 14	\$8,177	\$10,630	\$0	\$697	\$0	\$0	\$0	\$0	\$128	\$0	\$532	\$658	\$12,645	
Federal Government - Sacramento	General Attorney GS 14	\$7,845	\$10,198	\$0	\$697	\$0	\$0	\$0	\$0	\$122	\$0	\$510	\$652	\$12,180	
Federal Government - San Diego	General Attorney GS 14	\$7,934	\$10,314	\$0	\$697	\$0	\$0	\$0	\$0	\$124	\$0	\$516	\$653	\$12,304	
UC Berkeley	Assistant Chancellor	\$8,033	\$18,083	\$0	\$890	\$124	\$13	\$33	\$0	\$0	\$0	\$0	\$766	\$19,910	
UC Davis	No Match														
UC Los Angeles	Manager	\$12,133	\$12,808	\$0	\$890	\$124	\$13	\$33	\$0	\$0	\$0	\$0	\$689	\$14,558	
UC San Diego	Campus Counsel	\$13,667	\$13,667	\$0	\$890	\$124	\$13	\$33	\$0	\$0	\$0	\$0	\$702	\$15,429	
No. of Matches			17												
Base Salary Median			\$11,737											Total Comp Median	\$13,500
Base Salary Mean			\$12,089											Total Comp Mean	\$14,050
Percentage Above or Below Median			-12.0%											Percentage Above or Below Median	-11.8%
Percentage Above or Below Mean			-15.4%											Percentage Above or Below Mean	-16.3%

APPENDIX D SUMMARY OF SURVEY RESPONSES BY REGION

Bay Area Region

Attorney - Entry

Surveyed Agency	Classification Title	Monthly Minimum	Monthly Maximum	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation
State of California	Staff Counsel, Range B	\$4,678	\$5,137	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$393	\$6,477
City and County of San Francisco	Attorney (Civil/Criminal)	\$8,552	\$9,900	\$0	\$860	\$157	Included in Medical	\$0	\$0	\$104	\$49	\$0	\$647	\$11,717
County of Santa Clara	Attorney I	\$7,161	\$7,520	\$0	\$1,071	\$113	\$11	\$43	\$0	\$0	\$526	\$0	\$575	\$9,858
Federal Government - Bay Area	General Attorney GS 9	\$4,217	\$5,482	\$0	\$697	\$0	\$0	\$0	\$0	\$66	\$0	\$274	\$419	\$6,938
UC Berkeley	No Match													
Base Salary Median			\$7,520										Total Comp Median	\$9,858
Base Salary Mean			\$7,634										Total Comp Mean	\$9,505
Percentage Above or Below Median			-46.4%										Percentage Above or Below Median	-52.2%
Percentage Above or Below Mean			-48.6%										Percentage Above or Below Mean	-46.7%

Attorney - Journey

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation
State of California	Staff Counsel III (Specialist)	\$7,682	\$9,478	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$641	\$11,066
City and County of San Francisco	Attorney (Civil/Criminal)	\$10,144	\$12,029	\$0	\$860	\$157	Included in Medical	\$0	\$0	\$104	\$60	\$0	\$678	\$13,888
County of Santa Clara	Attorney III - County Counsel	\$10,032	\$11,060	\$0	\$1,071	\$113	\$11	\$43	\$0	\$0	\$774	\$0	\$664	\$13,735
Federal Government - Bay Area	General Attorney GS 13	\$7,271	\$9,453	\$0	\$697	\$0	\$0	\$0	\$0	\$113	\$0	\$473	\$641	\$11,378
UC Berkeley	Director	\$7,067	\$12,967	\$0	\$890	\$124	\$13	\$33	\$0	\$0	\$0	\$0	\$692	\$14,719
Base Salary Median			\$11,545										Total Comp Median	\$13,812
Base Salary Mean			\$11,377										Total Comp Mean	\$13,430
Percentage Above or Below Median			-21.8%										Percentage Above or Below Median	-24.8%
Percentage Above or Below Mean			-20.0%										Percentage Above or Below Mean	-21.4%

Attorney - Senior Journey

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation
State of California	Staff Counsel IV	\$8,486	\$10,477	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$656	\$12,079
City and County of San Francisco	Attorney (Civil/Criminal)	\$12,328	\$13,592	\$0	\$860	\$157	Included in Medical	\$0	\$0	\$104	\$68	\$0	\$701	\$15,481
County of Santa Clara	Attorney IV-County Counsel	\$12,196	\$15,179	\$0	\$1,071	\$113	\$11	\$43	\$0	\$0	\$1,063	\$0	\$724	\$18,202
Federal Government - Bay Area	General Attorney GS 14	\$8,593	\$11,170	\$0	\$697	\$0	\$0	\$0	\$0	\$134	\$0	\$559	\$666	\$13,226
UC Berkeley	Assistant Chancellor	\$8,033	\$18,083	\$0	\$890	\$124	\$13	\$33	\$0	\$0	\$0	\$0	\$766	\$19,910
Base Salary Median			\$14,385										Total Comp Median	\$16,842
Base Salary Mean			\$14,506										Total Comp Mean	\$16,705
Percentage Above or Below Median			-37.3%										Percentage Above or Below Median	-39.4%
Percentage Above or Below Mean			-38.5%										Percentage Above or Below Mean	-38.3%

APPENDIX D SUMMARY OF SURVEY RESPONSES BY REGION														
Central California Region														
Attorney - Entry														
Surveyed Agency	Classification Title	Monthly Minimum	Monthly Maximum	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation
State of California	Staff Counsel, Range B	\$4,678	\$5,137	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$393	\$6,477
County of Fresno	Deputy County Counsel I	\$3,631	\$4,413	\$0	\$642	Included in Medical	Included in Medical	\$33	\$0	\$0	\$77	\$0	\$338	\$5,503
County of Kern	Deputy County Counsel II	\$4,671	\$5,702	\$0	\$901	Included in Medical	Included in Medical	\$33		\$579	\$0	\$0	\$436	\$7,651
Federal Government - Central California	General Attorney GS 9	\$3,644	\$4,737	\$0	\$697	\$0	\$0	\$0	\$0	\$57	\$0	\$237	\$362	\$6,091
Base Salary Median			\$4,737										Total Comp Median	\$6,091
Base Salary Mean			\$4,951										Total Comp Mean	\$6,415
Percentage Above or Below Median			7.8%										Percentage Above or Below Median	6.0%
Percentage Above or Below Mean			3.6%										Percentage Above or Below Mean	1.0%
Attorney - Journey														
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation
State of California	Staff Counsel III (Specialist)	\$7,682	\$9,478	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$641	\$11,066
County of Fresno	Deputy County Counsel III	\$5,596	\$6,803	\$0	\$642	Included in Medical	Included in Medical	\$33	\$0	\$0	\$120	\$0	\$520	\$8,118
County of Kern	Deputy County Counsel III	\$5,398	\$6,590	\$0	\$901	Included in Medical	Included in Medical	\$33	\$0	\$667	\$0	\$0	\$504	\$8,696
Federal Government - Central California	General Attorney GS 13	\$6,285	\$8,170	\$0	\$697	\$0	\$0	\$0	\$0	\$98	\$0	\$409	\$622	\$9,996
Base Salary Median			\$6,803										Total Comp Median	\$8,696
Base Salary Mean			\$7,188										Total Comp Mean	\$8,937
Percentage Above or Below Median			28.2%										Percentage Above or Below Median	21.4%
Percentage Above or Below Mean			24.2%										Percentage Above or Below Mean	19.2%
Attorney - Senior Journey														
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation
State of California	Staff Counsel IV	\$8,486	\$10,477	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$656	\$12,079
County of Fresno	Senior Deputy County Counsel	\$6,137	\$10,418	\$0	\$642	Included in Medical	Included in Medical	\$33	\$0	\$0	\$184	\$0	\$655	\$11,933
County of Kern	Deputy County Counsel IV	\$6,927	\$8,456	\$0	\$901	Included in Medical	Included in Medical	\$33	\$0	\$854	\$0	\$0	\$626	\$10,871
Federal Government - Central California	General Attorney GS 14	\$7,426	\$9,654	\$0	\$697	\$0	\$0	\$0	\$0	\$116	\$0	\$483	\$644	\$11,594
Base Salary Median			\$9,654										Total Comp Median	\$11,594
Base Salary Mean			\$9,509										Total Comp Mean	\$11,466
Percentage Above or Below Median			7.9%										Percentage Above or Below Median	4.0%
Percentage Above or Below Mean			9.2%										Percentage Above or Below Mean	5.1%

APPENDIX D SUMMARY OF SURVEY RESPONSES BY REGION															
Los Angeles Region															
Attorney - Entry															
Surveyed Agency	Classification Title	Monthly Minimum	Monthly Maximum	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation	
State of California	Staff Counsel, Range B	\$4,678	\$5,137	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$393	\$6,477	
City of Los Angeles	Deputy City Attorney II	\$7,776	\$9,065	\$0	\$857	\$17	\$0	\$40	\$0	\$0	\$0	\$0	\$131	\$10,111	
County of Los Angeles	Associate County Counsel	\$4,856	\$5,412	\$920	N/A	N/A	N/A	\$33	\$0	\$0	\$0	\$433	\$78	\$6,877	
County of Orange	Attorney II	\$6,098	\$6,796	\$0	\$979	\$74	\$0	\$48	\$0	\$125	\$0	\$0	\$99	\$8,120	
Federal Government - Los Angeles	General Attorney GS 9	\$4,013	\$5,217	\$0	\$697	\$0	\$0	\$0	\$0	\$63	\$0	\$261	\$399	\$6,636	
UC Los Angeles	Counseling Attorney	\$6,188	\$6,718	\$0	\$890	\$124	\$13	\$33	\$0	\$0	\$0	\$0	\$514	\$8,292	
Base Salary Median			\$6,718											Total Comp Median	\$8,120
Base Salary Mean			\$6,642											Total Comp Mean	\$8,007
Percentage Above or Below Median			-30.8%											Percentage Above or Below Median	-25.4%
Percentage Above or Below Mean			-29.3%											Percentage Above or Below Mean	-23.6%
Attorney - Journey															
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation	
State of California	Staff Counsel III (Specialist)	\$7,682	\$9,478	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$641	\$11,066	
City of Los Angeles	Deputy City Attorney IV	\$10,906	\$12,629	\$0	\$857	\$17	\$0	\$40	\$0	\$0	\$0	\$0	\$183	\$13,726	
County of Los Angeles	Deputy County Counsel	\$7,568	\$9,926	\$1,687	N/A	N/A	N/A	\$33	\$0	\$0	\$0	\$794	\$144	\$12,585	
County of Orange	Attorney IV	\$7,849	\$10,568	\$0	\$979	\$74	\$0	\$48	\$0	\$125	\$0	\$0	\$153	\$11,947	
Federal Government - Los Angeles	General Attorney GS 13	\$6,920	\$8,996	\$0	\$697	\$0	\$0	\$0	\$0	\$108	\$0	\$450	\$634	\$10,886	
UC Los Angeles	No Match														
Base Salary Median			\$10,247											Total Comp Median	\$12,266
Base Salary Mean			\$10,530											Total Comp Mean	\$12,286
Percentage Above or Below Median			-8.1%											Percentage Above or Below Median	-10.8%
Percentage Above or Below Mean			-11.1%											Percentage Above or Below Mean	-11.0%
Attorney - Senior Journey															
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation	
State of California	Staff Counsel IV	\$8,486	\$10,477	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$656	\$12,079	
City of Los Angeles	Assistant City Attorney	\$12,323	\$13,868	\$0	\$857	\$17	\$0	\$40	\$0	\$0	\$0	\$0	\$201	\$14,983	
County of Los Angeles	Senior Deputy County Counsel	\$8,476	\$11,737	\$1,995	N/A	N/A	N/A	\$33	\$0	\$0	\$0	\$939	\$170	\$14,875	
County of Orange	Senior Attorney	\$8,961	\$12,099	\$0	\$979	\$74	\$0	\$48	\$0	\$125	\$0	\$0	\$175	\$13,500	
Federal Government - Los Angeles	General Attorney GS 14	\$8,177	\$10,630	\$0	\$697	\$0	\$0	\$0	\$0	\$128	\$0	\$532	\$658	\$12,645	
UC Los Angeles	Manager	\$12,133	\$12,808	\$0	\$890	\$124	\$13	\$33	\$0	\$0	\$0	\$0	\$689	\$14,558	
Base Salary Median			\$12,099											Total Comp Median	\$14,558
Base Salary Mean			\$12,228											Total Comp Mean	\$14,112
Percentage Above or Below Median			-15.5%											Percentage Above or Below Median	-20.5%
Percentage Above or Below Mean			-16.7%											Percentage Above or Below Mean	-16.8%

APPENDIX D SUMMARY OF SURVEY RESPONSES BY REGION

Sacramento Region

Attorney - Entry

Surveyed Agency	Classification Title	Monthly Minimum	Monthly Maximum	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation
State of California	Staff Counsel, Range B	\$4,678	\$5,137	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$393	\$6,477
County of Sacramento	Attorney I - Criminal	\$5,958	\$5,958	\$0	\$827	\$95	Included in Medical	\$33	\$0	\$0	\$0	\$0	\$456	\$7,369
Federal Government - Sacramento	General Attorney GS 9	\$3,850	\$5,005	\$0	\$697	\$0	\$0	\$0	\$0	\$60	\$0	\$250	\$383	\$6,395
UC Davis	No Match													
		Base Salary Median	\$5,481										Total Comp Median	\$6,882
		Base Salary Mean	\$5,481										Total Comp Mean	\$6,882
		Percentage Above or Below Median	-6.7%										Percentage Above or Below Median	-6.3%
		Percentage Above or Below Mean	-6.7%										Percentage Above or Below Mean	-6.3%

Attorney - Journey

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation
State of California	Staff Counsel III (Specialist)	\$7,682	\$9,478	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$641	\$11,066
County of Sacramento	Attorney III - Criminal	\$6,201	\$7,536	\$0	\$827	\$95	Included in Medical	\$33	\$0	\$0	\$0	\$0	\$576	\$9,068
Federal Government - Sacramento	General Attorney GS 13	\$6,639	\$8,631	\$0	\$697	\$0	\$0	\$0	\$0	\$104	\$0	\$432	\$629	\$10,492
UC Davis	No Match													
		Base Salary Median	\$8,083										Total Comp Median	\$9,780
		Base Salary Mean	\$8,083										Total Comp Mean	\$9,780
		Percentage Above or Below Median	14.7%										Percentage Above or Below Median	11.6%
		Percentage Above or Below Mean	14.7%										Percentage Above or Below Mean	11.6%

Attorney - Senior Journey

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation
State of California	Staff Counsel IV	\$8,486	\$10,477	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$656	\$12,079
County of Sacramento	Attorney IV - Criminal	\$6,837	\$8,724	\$0	\$827	\$95	Included in Medical	\$33	\$0	\$0	\$0	\$0	\$630	\$10,310
Federal Government - Sacramento	General Attorney GS 14	\$7,845	\$10,198	\$0	\$697	\$0	\$0	\$0	\$0	\$122	\$0	\$510	\$652	\$12,180
UC Davis	No Match													
		Base Salary Median	\$9,461										Total Comp Median	\$11,245
		Base Salary Mean	\$9,461										Total Comp Mean	\$11,245
		Percentage Above or Below Median	9.7%										Percentage Above or Below Median	6.9%
		Percentage Above or Below Mean	9.7%										Percentage Above or Below Mean	6.9%

APPENDIX D SUMMARY OF SURVEY RESPONSES BY REGION

San Diego/Southern California Region

Attorney - Entry

Surveyed Agency	Classification Title	Monthly Minimum	Monthly Maximum	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation
State of California	Staff Counsel, Range B	\$4,678	\$5,137	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$393	\$6,477
City of San Diego	Deputy City Attorney I or II	\$4,841	\$6,370	\$715	N/A	N/A	N/A	\$33	\$0	\$0	\$217	\$0	\$283	\$7,617
County of San Diego	Deputy County Counsel	\$4,380	\$7,112	\$633	N/A	N/A	N/A	\$48	\$0	\$284	\$498	\$0	\$544	\$9,119
Federal Government - San Diego	General Attorney GS 9	\$3,893	\$5,061	\$0	\$697	\$0	\$0	\$0	\$0	\$61	\$0	\$253	\$387	\$6,460
UC San Diego	No Match													
Base Salary Median			\$6,370	Total Comp Median										\$7,617
Base Salary Mean			\$6,181	Total Comp Mean										\$7,732
Percentage Above or Below Median			-24.0%	Percentage Above or Below Median										-17.6%
Percentage Above or Below Mean			-20.3%	Percentage Above or Below Mean										-19.4%

Attorney - Journey

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation
State of California	Staff Counsel III (Specialist)	\$7,682	\$9,478	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$641	\$11,066
City of San Diego	Deputy City Attorney III, IV	\$6,625	\$10,199	\$715	N/A	N/A	N/A	\$33	\$0	\$0	\$347	\$0	\$454	\$11,747
County of San Diego	Senior Deputy County Counsel	\$7,401	\$12,081	\$633	N/A	N/A	N/A	\$48	\$0	\$483	\$846	\$0	\$679	\$14,770
Federal Government - San Diego	General Attorney GS 13	\$6,714	\$8,729	\$0	\$697	\$0	\$0	\$0	\$0	\$105	\$0	\$436	\$630	\$10,597
UC San Diego	Specialist	\$11,367	\$11,367	\$0	\$890	\$124	\$13	\$33	\$0	\$0	\$0	\$0	\$669	\$13,096
Base Salary Median			\$10,783	Total Comp Median										\$12,421
Base Salary Mean			\$10,594	Total Comp Mean										\$12,552
Percentage Above or Below Median			-13.8%	Percentage Above or Below Median										-12.2%
Percentage Above or Below Mean			-11.8%	Percentage Above or Below Mean										-13.4%

Attorney - Senior Journey

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Cafeteria Plan	Health	Dental	Vision	Bar Association Dues	Educational Incentive	Other Bonus, Special Pay	Employer Pick Up of EE Retirement Contribution	Deferred Comp	Social Security	Total Monthly Compensation
State of California	Staff Counsel IV	\$8,486	\$10,477	\$0	\$906	Included in Medical	Included in Medical	\$41	\$0	\$0	\$0	\$0	\$656	\$12,079
City of San Diego	Deputy City Attorney V, VI	\$10,607	\$14,924	\$715	N/A	N/A	N/A	\$33	\$0	\$0	\$507	\$0	\$664	\$16,843
County of San Diego	No Match													
Federal Government - San Diego	General Attorney GS 14	\$7,934	\$10,314	\$0	\$697	\$0	\$0	\$0	\$0	\$124	\$0	\$516	\$653	\$12,304
UC San Diego	Campus Counsel	\$13,667	\$13,667	\$0	\$890	\$124	\$13	\$33	\$0	\$0	\$0	\$0	\$702	\$15,429
Base Salary Median			\$13,667	Total Comp Median										\$15,429
Base Salary Mean			\$12,968	Total Comp Mean										\$14,859
Percentage Above or Below Median			-30.4%	Percentage Above or Below Median										-27.7%
Percentage Above or Below Mean			-23.8%	Percentage Above or Below Mean										-23.0%

APPENDIX E STAFFING LEVELS AND COST OF LIVING ADJUSTMENTS BY AGENCY							
Surveyed Agency	Number of Full-Time Attorneys	COLA Excluded		COLA Represented			
		Last	Next	Last	Next	Hours Per Week Excluded	Hours Per Week Represented
State of California	3,015	N/A	N/A	3.4 % 7/1/2006	Not known at this time	N/A	40
City and County of San Francisco	428	N/A	N/A	2.5% 12/30/2006	2% 4/5/2008	N/A	40
City of Los Angeles	506	N/A	N/A	2.25% 1/1/2007	Not known at this time	N/A	40
City of San Diego	136	N/A	N/A	3% 6/30/2005	Not known at this time	N/A	40
County of Fresno	249	3.5% 12/18/2006	Not known at this time	N/A	N/A	40	N/A
County of Kern	32	2% 9/24/2004	Not known at this time	N/A	N/A	40	N/A
County of Los Angeles	1,921	4% 1/10/2006	3% 1/1/2008	N/A	N/A	40	N/A
County of Orange	510	N/A	N/A	4.75% 6/23/2006	Not known at this time	N/A	40
County of Sacramento	289	N/A	N/A	3% 6/25/2006	2-5% 6/24/2007	N/A	40
County of San Diego	676	N/A	N/A	3.5% 6/23/2006	3% 6/22/2007	40	40
County of Santa Clara	54.5	N/A	N/A	3% 9/25/2006	4% 12/17/2007	N/A	40
Federal Government - Bay Area	Unavailable	N/A	N/A	3% 1/7/2007	Not known at this time	N/A	40
Federal Government - Central California	Unavailable	N/A	N/A	1.81% 1/7/2007	Not known at this time	N/A	40
Federal Government - Los Angeles	Unavailable	N/A	N/A	2.4% 1/7/2007	Not known at this time	N/A	40
Federal Government - Sacramento	Unavailable	N/A	N/A	2.63% 1/7/2007	Not known at this time	N/A	40
Federal Government - San Diego	Unavailable	N/A	N/A	2.68% 1/7/2007	Not known at this time	N/A	40
UC Berkeley	2	N/A	N/A	N/A	N/A	40	N/A
UC Davis	No Match						
UC Los Angeles	6	N/A	N/A	N/A	N/A	40	N/A
UC San Diego	2	3.5% 10/1/2006	10/1/2007 % not known	N/A	N/A	40	N/A

APPENDIX F												
VACANCY RATES BY AGENCY												
Surveyed Agency	ENTRY-LEVEL				JOURNEY-LEVEL				SENIOR JOURNEY-LEVEL			
	Established	Filled	Vacant	Vacancy Rate	Established	Filled	Vacant	Vacancy Rate	Established	Filled	Vacant	Vacancy Rate
State of California	Not Available	Not Available	Not Available	Not Available	399.3	355.45	43.8	11.0%	29	27.6	1.4	4.8%
City and County of San Francisco	No Set Number				No Set Number				No Set Number			
City of Los Angeles	95	116*			102	101	1	1.0%	66	60	6	9.1%
City of San Diego	No Set Number	54.5			No Set Number	73.5			No Set Number	15.75		
County of Fresno	No Set Number				No Set Number				No Set Number			
County of Kern	No Set Number	1			No Set Number	1			No Set Number	10		
County of Los Angeles	0	1	0	0.0%	88	73	15	17.0%	168	154	14	8.3%
County of Orange	16	15	1	6.3%	24	24	0	0.0%	16	15	1	6.3%
County of Sacramento	No Set Number				No Set Number				86**			
County of San Diego	0	6***	0	0.0%	67	61	6	9.0%				
County of Santa Clara	No Set Number				No Set Number				54.5****			
Federal Government - Bay Area	Not Available	1	Not Available	Not Available	Not Available	83	Not Available	Not Available	Not Available	256	Not Available	Not Available
Federal Government - Central California	Not Available	0	Not Available	Not Available	Not Available	7	Not Available	Not Available	Not Available	1	Not Available	Not Available
Federal Government - Los Angeles	Not Available	1	Not Available	Not Available	Not Available	91	Not Available	Not Available	Not Available	162	Not Available	Not Available
Federal Government - Sacramento	Not Available	0	Not Available	Not Available	Not Available	12	Not Available	Not Available	Not Available	22	Not Available	Not Available
Federal Government - San Diego	Not Available	1	Not Available	Not Available	Not Available	15	Not Available	Not Available	Not Available	56	Not Available	Not Available
UC Berkeley	No Match	N/A	N/A	N/A	1	1	0	0.0%	1	1	0	0.0%
UC Davis	No Match				No Match				No Match			
UC Los Angeles	3	3	0	0.0%	No Match	N/A	N/A	N/A	3	3	0	0.0%
UC San Diego	No Match	N/A	N/A	N/A	1	1	0	0.0%	1	1	0	0.0%

*City of Los Angeles: per survey response, there are 95 budget positions, but the city can hire more if they have the money.

**County of Sacramento: per survey response, all positions are budgeted at the highest level and they are unable to determine number of positions at each level.

***County of San Diego: per survey response, all positions are budgeted at the highest level and they are unable to determine number of positions at each level.

****County of Santa Clara: per survey response, all positions are budgeted at the highest level and they are unable to determine number of positions at each level.

APPENDIX G
EMPLOYER COST FOR HEALTH, DENTAL, AND VISION FULL-FAMILY COVERAGE

Surveyed Agency	Employer Amount Contributed for Medical		Employer Amount Contributed for Dental		Employer Amount Contributed for Vision		Does Employer Contribution for new employees differ?
	Excluded	Represented	Excluded	Represented	Excluded	Represented	
State of California	N/A	\$906	N/A	Included in Medical	N/A	Included in Medical	Yes¹
City and County of San Francisco	N/A	\$860	N/A	\$157	N/A	Included in Medical	No
City of Los Angeles	N/A	\$857	N/A	\$17	N/A	\$0	No
City of San Diego	N/A	\$715	N/A	Included in Medical	N/A	Included in Medical	No
County of Fresno	\$642	N/A	Included in Medical	N/A	Included in Medical	N/A	No
County of Kern	\$901	N/A	Included in Medical	N/A	Included in Medical	N/A	No
County of Los Angeles	Up to 17% of salary	N/A	Included in Medical	N/A	Included in Medical	N/A	No
County of Orange	N/A	\$979	N/A	\$74	N/A	\$0	No
County of Sacramento	N/A	\$827	N/A	\$95	N/A	Included in Medical	No
County of San Diego	N/A	\$633	N/A	Included in Medical	N/A	Included in Medical	No
County of Santa Clara	N/A	\$1,071	N/A	\$113	N/A	\$11	No
Federal Government - Bay Area	N/A	\$697	N/A	\$0	N/A	\$0	No
Federal Government - Central California	N/A	\$697	N/A	\$0	N/A	\$0	No
Federal Government - Los Angeles	N/A	\$697	N/A	\$0	N/A	\$0	No
Federal Government - Sacramento	N/A	\$697	N/A	\$0	N/A	\$0	No
Federal Government - San Diego	N/A	\$697	N/A	\$0	N/A	\$0	No
UC Berkeley	\$890	N/A	\$124	N/A	\$13 ²	N/A	No
UC Davis	No Match						
UC Los Angeles	\$890	N/A	\$124	N/A	\$13	N/A	No
UC San Diego	\$890	N/A	\$124	N/A	\$13	N/A	No

¹ State of California: New employees who have never had health benefit coverage are subject to dependent health vesting. Employees in bargaining units that have contracted for dependent vesting are provided with 50% of the employer dependent contribution for the first 12 months, and 75% of the employer dependent contribution for months 13 through 24. After 24 months, these employees will receive the full employer dependent contribution applicable to their bargaining unit.

² UC System Vision Insurance: dollar amount is for employee only.

APPENDIX H LEAVE BENEFITS FOR CLASSES EXCLUDED FROM COLLECTIVE BARGAINING											
Surveyed Agency	VACATION LEAVE DAYS						SICK LEAVE DAYS		HOLIDAYS	ADMINISTRATIVE LEAVE	BUY BACK
	Year 1	Year 5	Year 10	Year 15	Year 20	Maximum Accrual	Annual Accrual	Maximum Accrual			
<i>State of California</i>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City and County of San Francisco	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Los Angeles	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of San Diego	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
County of Fresno	20.0	29.0	37.0	38.0	38.5	68.8	Included in Annual Leave	N/A	11.0	Yes-At department head's discretion	No
County of Kern	12.0	17.0	22.0	27.0	27.0	84.0	Maximum 12 days in one year	144.0	11.0	No	No
County of Los Angeles	10.0	10.0	10.0	10.0	10.0	60.0	Included in Annual Leave	N/A	11.0	No	10 days per year if employee has accrued in excess of 60 days
County of Orange	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
County of Sacramento	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
County of San Diego	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
County of Santa Clara	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Federal Government - Bay Area	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Federal Government - Central California	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Federal Government - Los Angeles	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Federal Government - Sacramento	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Federal Government - San Diego	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UC Berkeley	15.0	15.0	18.0	21.0	24.0	48.0	12.0	No maximum	12.0	No	No
UC Davis	No Match										
UC Los Angeles	15.0	15.0	18.0	21.0	24.0	48.0	12.0	No maximum	12.0	No	No
UC San Diego	15.0	15.0	18.0	21.0	24.0	48.0	12.0	No maximum	12.0	No	No

Note: N/A refers to surveyed jurisdictions' benchmark classes that are represented.

APPENDIX I											
LEAVE BENEFITS FOR CLASSES COVERED BY COLLECTIVE BARGAINING											
Surveyed Agency	VACATION LEAVE DAYS						SICK LEAVE DAYS		HOLIDAYS	ADMINISTRATIVE LEAVE	BUY BACK
	Year 1	Year 5	Year 10	Year 15	Year 20	Maximum Accrual	Annual Accrual	Maximum Accrual			
State of California	10.5	15	18	19.5	21	80	12	No maximum	14	No	No
City and County of San Francisco	10	15	15	20	20	50	13	130	11	Yes-5 days	No
City of Los Angeles	11	17	17	20	24	50	12	100	13	No	Yes-Sick leave in excess of 100 days can be bought back each January at 50%
City of San Diego	22	22	22	27	27	43.75	Included In Annual Leave	Included In Annual Leave	11	No	Yes-Maximum of 15.625 days per year
County of Fresno	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
County of Kern	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
County of Los Angeles	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
County of Orange	25.5	32	37.1	37.1	37.1	No maximum	Included In Annual Leave	Included In Annual Leave	12	No	Yes-Up to 10 days per year
County of Sacramento	10.0	15.0	20.2	25.0	25.0	50	15	No maximum	12.5	No	Yes-10 Years of service and >30 days accumulated can sell up to 5 days per year
County of San Diego	12	17	17	22	22	44	13	No maximum	13	Yes-Up to 20 days	No
County of Santa Clara	19	25	27	29	31	93	8	No maximum	12	No	Yes-Up to 5 days Vacation if no Sick Leave used in previous 26 pay periods
Federal Government - Bay Area	13	20	20	26	26	30	13	No maximum	10	Yes-No specific number of days	No
Federal Government - Central California	13	20	20	26	26	30	13	No maximum	10	Yes-No specific number of days	No
Federal Government - Los Angeles	13	20	20	26	26	30	13	No maximum	10	Yes-No specific number of days	No
Federal Government - Sacramento	13	20	20	26	26	30	13	No maximum	10	Yes-No specific number of days	No
Federal Government - San Diego	13	20	20	26	26	30	13	No maximum	10	Yes-No specific number of days	No
UC Berkeley	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UC Davis	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UC Los Angeles	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UC San Diego	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: N/A refers to surveyed jurisdictions' benchmark classes that are excluded.

APPENDIX J BAR ASSOCIATION DUES					
Surveyed Agency	California Bar Dues		Specialty Dues		TOTAL
	Excluded	Represented	Excluded	Represented	
State of California	N/A	\$33	N/A	\$8	\$41
City and County of San Francisco	N/A	N/A ¹	N/A	N/A	\$0
City of Los Angeles	N/A	\$33	N/A	\$7	\$40
City of San Diego	N/A	\$33	N/A	\$0	\$33
County of Fresno	\$33	N/A	\$0	N/A	\$33
County of Kern	\$33	N/A	\$0	N/A	\$33
County of Los Angeles	\$33	N/A	\$0	N/A	\$33
County of Orange	N/A	\$33	N/A	\$15	\$48
County of Sacramento	N/A	\$33	N/A	\$0	\$33
County of San Diego	N/A	\$33	N/A	\$15	\$48
County of Santa Clara	N/A	\$33	N/A	\$9	\$43
Federal Government - Bay Area	N/A	\$0	N/A	\$0	\$0
Federal Government - Central California	N/A	\$0	N/A	\$0	\$0
Federal Government - Los Angeles	N/A	\$0	N/A	\$0	\$0
Federal Government - Sacramento	N/A	\$0	N/A	\$0	\$0
Federal Government - San Diego	N/A	\$0	N/A	\$0	\$0
UC Berkeley	\$33	\$0	\$0	N/A	\$33
UC Davis	No Match				
UC Los Angeles	\$33	N/A	No Set Limit	N/A	\$33
UC San Diego	\$33	N/A	No Set Limit	N/A	\$33

Note: Figure shown is the annual amount divided by 12, to show the monthly cost.

¹ City and County of San Francisco: Attorneys receive an annual allowance of \$1,250 for professional expenses, including Bar dues. An amount of \$104 (\$1,250/12) is included in Appendix K, Incentive Pay.

APPENDIX K INCENTIVE PAY					
Surveyed Agency	Educational		Other		TOTAL
	Excluded	Represented	Excluded	Represented	
State of California	N/A	\$0	N/A	\$0	\$0
City and County of San Francisco	N/A	\$0	N/A	\$104	\$104
City of Los Angeles	N/A	\$0	N/A	\$0	\$0
City of San Diego	N/A	\$0	N/A	\$0	\$0
County of Fresno	\$0	N/A	\$0	N/A	\$0
County of Kern	\$0	N/A	10% Maximum longevity pay and \$8 for professional expenses	N/A	Varies
County of Los Angeles	\$0	N/A	\$0	N/A	\$0
County of Orange	N/A	N/A	N/A	\$125 ¹	\$125
County of Sacramento	N/A	\$0	N/A	\$0	\$0
County of San Diego	N/A	\$0	N/A	4% ²	\$0
County of Santa Clara	N/A	\$0	N/A	\$0	\$0
Federal Government - Bay Area	N/A	\$0	N/A	1.2% ³	1.2%
Federal Government - Central California	N/A	\$0	N/A	1.2%	1.2%
Federal Government - Los Angeles	N/A	\$0	N/A	1.2%	1.2%
Federal Government - Sacramento	N/A	\$0	N/A	1.2%	1.2%
Federal Government - San Diego	N/A	\$0	N/A	1.2%	1.2%
UC Berkeley	\$0	N/A	\$0	N/A	\$0
UC Davis	No Match				
UC Los Angeles	\$0	N/A	\$0	N/A	\$0
UC San Diego	\$0	N/A	\$0	N/A	\$0

¹ County of Orange: attorneys receive \$1500 per year under the Attorney Optional Benefit Plan, to pay for professional expenses, such as attending conferences, or for health expenses not otherwise covered by health insurance.

² County of San Diego: Quality First Program awards up to 4% of salary, if specific departmental goals are achieved.

³ Federal Government: 1.2% represents a percentage of salary that is paid to federal employees as part of an incentive program.

APPENDIX L
RETIREMENT BENEFITS

Surveyed Agency	Employer Contribution to Retirement	Employer Pick Up of EE Retirement Contribution	Retirement Formula	Final Compensation of Retirement Formula	Employer Contribution to Deferred Compensation	Retirement Plan	Vesting	Employer Pick Up Amount Different for New Employees
State of California	17.0%	0.0%	2% @ 55	Highest 3 year average	0.0%	CalPERS	5 years and age 50	N/A
City and County of San Francisco	6.2%	0.5%	2% @ 50	Single highest year	0.0%	SFERS	5 years	No
City of Los Angeles	22.8%	0.0%	2.16% @ 60 with 10 years of service or 55 with 30 years of service	Single highest year	0.0%	LACERS	5 years	No
City of San Diego	21.1%	3.4%	2.5% @ 55	Single highest year	0.0%	SDCERS	10 years	No
County of Fresno	14.1%	Ranges from 1.7% to 1.8% for benchmark classes	2.5% @ 55	Single highest year	0.0%	1937 Act*	5 years	No
County of Kern	37.1%	0.0%	3% @ 60	Single highest year	0.0%	1937 Act	10 years and age 50	No
County of Los Angeles	7.8%	0.0%	2% @ 65 w/o employee contributions or 2.432% @ 65 w/ employee contributions	Highest 3 year average w/o employee contributions or single highest year w/ employee contributions	8.0%	1937 Act	10 years w/o employee contributions or 5 years w/ employee contributions	No
County of Orange	11.7%	0.0%	2.7% @ 55	Highest 3 year average	0.0%	OCERS-1937 Act	10 years and age 50	No
County of Sacramento	15.8%	0.0%	2% @ 55.5	Highest 3 year average	0.0%	1937 Act	5 years	No
County of San Diego	21.3%	7.0%	2% @ 50	Single highest year	0.0%	SDCERA-1937 Act	5 years	3.5% for employees with <5 years
County of Santa Clara	11.9%	7.0%	2% @ 55	Single highest year	0.0%	CalPERS	5 years	No
Federal Government - Bay Area	11.2%	0.0%	1% 57 w/30 years, or 1% @ 60 w/20 years, or 1% @ 62 w/5 years	Highest 3 year average	5.0%	FERS	5 years	No
Federal Government - Central California	11.2%	0.0%	1% 57 w/30 years, or 1% @ 60 w/20 years, or 1% @ 62 w/5 years	Highest 3 year average	5.0%	FERS	5 years	No
Federal Government - Los Angeles	11.2%	0.0%	1% 57 w/30 years, or 1% @ 60 w/20 years, or 1% @ 62 w/5 years	Highest 3 year average	5.0%	FERS	5 years	No
Federal Government - Sacramento	11.2%	0.0%	1% 57 w/30 years, or 1% @ 60 w/20 years, or 1% @ 62 w/5 years	Highest 3 year average	5.0%	FERS	5 years	No

APPENDIX L
RETIREMENT BENEFITS

Surveyed Agency	Employer Contribution to Retirement	Employer Pick Up of EE Retirement Contribution	Retirement Formula	Final Compensation of Retirement Formula	Employer Contribution to Deferred Compensation	Retirement Plan	Vesting	Employer Pick Up Amount Different for New Employees
Federal Government - San Diego	11.2%	0.0%	1% 57 w/30 years, or 1% @ 60 w/20 years, or 1% @ 62 w/5 years	Highest 3 year average	5.0%	FERS	5 years	No
UC Berkeley	0.0%	0.0%	2.5% @ 60	Highest 3 year average	0.0%	UC Retirement System	5 years	No
UC Davis	No Match							
UC Los Angeles	0.0%	0.0%	2.5% @ 60	Highest 3 year average	0.0%	UC Retirement System	5 years	No
UC San Diego	0.0%	0.0%	2.5% @ 60	Highest 3 year average	0.0%	UC Retirement System	5 years	No

*The 1937 Act provides for retirement systems for county and district employees in those counties adopting its provisions pursuant to Government Code Title 3, Division 4, Section 31500. These entities are separate from each other and from CalPERS. The 1937 Act was enacted to recognize a public obligation to county and district employees who become incapacitated by age or long service in public employment and its accompanying physical disabilities by providing retirement compensation and death benefits as additional elements of compensation for future services. The 1937 Act also provides a means by which public employees who become incapacitated may be replaced by more capable employees to the betterment of the public service without inflicting a hardship on the employees involved.

Twenty California counties operate retirement systems under the provisions of the 1937 Act. These are Alameda, Contra Costa, Fresno, Imperial, Kern, Los Angeles, Marin, Mendocino, Merced, Orange, Sacramento, San Bernardino, San Diego, San Joaquin, San Mateo, Santa Barbara, Sonoma, Stanislaus, Tulare and Ventura.

**APPENDIX M
RETIREE HEALTH COVERAGE**

Surveyed Agency	Amount Contributed for Retiree Medical		Amount Contributed for Retiree + Spouse Medical		Amount Contributed for Retiree + Family Medical		Vesting	
	Excluded	Represented	Excluded	Represented	Excluded	Represented	Excluded	Represented
State of California	N/A	\$439	N/A	\$823	N/A	\$1,042	N/A	10 years-50%; 11-19 years-50%+5% for each additional year; 20+ years-100%
City and County of San Francisco	N/A	\$739	N/A	\$1,099	N/A	\$1,398	N/A	5 years
City of Los Angeles	N/A	\$983	N/A	\$983	N/A	\$983	N/A	10 years and age 55
City of San Diego	N/A	\$531	N/A	\$0	N/A	\$0	N/A	10 years
County of Fresno	\$8 x years of service	N/A	\$8 x years of service	N/A	\$8 x years of service	N/A	No policy	N/A
County of Kern	\$40	N/A	\$54	N/A	\$62	N/A	Choose continuous medical coverage w/ the County or have purchased medical coverage from the County for previous 3 years	N/A
County of Los Angeles	\$547	N/A	\$1,091	N/A	\$1,091	N/A	10 Years	N/A
County of Orange	N/A	\$0	N/A	\$0	N/A	\$0	N/A	N/A
County of Sacramento	N/A	\$244	N/A	\$0	N/A	\$0	N/A	5 years
County of San Diego	N/A	\$0	N/A	\$0	N/A	\$0	N/A	N/A
County of Santa Clara	N/A	\$431	N/A	\$0	N/A	\$0	N/A	10 years
Federal Government - Bay Area	N/A	\$307	N/A	N/A	N/A	\$697	N/A	5 years immediately before retirement
Federal Government - Central California	N/A	\$307	N/A	N/A	N/A	\$697	N/A	5 years immediately before retirement
Federal Government - Los Angeles	N/A	\$307	N/A	N/A	N/A	\$697	N/A	5 years immediately before retirement
Federal Government - Sacramento	N/A	\$307	N/A	N/A	N/A	\$697	N/A	5 years immediately before retirement
Federal Government - San Diego	N/A	\$307	N/A	N/A	N/A	\$697	N/A	5 years immediately before retirement
UC Berkeley	\$226	N/A	\$451	N/A	\$677	N/A	N/A	10 years
UC Davis	No Match							
UC Los Angeles	\$226	N/A	\$451	N/A	\$677	N/A	N/A	10 years
UC San Diego	\$226	N/A	\$451	N/A	\$677	N/A	N/A	10 years

APPENDIX N RETIREE DENTAL COVERAGE						
Surveyed Agency	Amount Contributed to for Retiree Dental		Amount Contributed for Retiree + Spouse Dental		Amount Contributed for Retiree + Family Dental	
	Excluded	Represented	Excluded	Represented	Excluded	Represented
State of California	N/A	\$35	N/A	\$62	N/A	\$90
City and County of San Francisco	N/A	\$63	N/A	\$104	N/A	\$157
City of Los Angeles	N/A	\$37	N/A	\$0	N/A	\$0
City of San Diego	N/A	\$0	N/A	\$0	N/A	\$0
County of Fresno	Included in Medical	N/A	Included in Medical	N/A	Included in Medical	N/A
County of Kern	\$0	N/A	\$0	N/A	\$0	N/A
County of Los Angeles	\$31	N/A	\$66	N/A	\$66	N/A
County of Orange	N/A	\$0	N/A	\$0	N/A	\$0
County of Sacramento	N/A	Included in Medical	N/A	\$0	N/A	\$0
County of San Diego	N/A	\$0	N/A	\$0	N/A	\$0
County of Santa Clara	N/A	\$0	N/A	\$0	N/A	\$0
Federal Government - Bay Area	N/A	\$0	N/A	\$0	N/A	\$0
Federal Government - Central California	N/A	\$0	N/A	\$0	N/A	\$0
Federal Government - Los Angeles	N/A	\$0	N/A	\$0	N/A	\$0
Federal Government - Sacramento	N/A	\$0	N/A	\$0	N/A	\$0
Federal Government - San Diego	N/A	\$0	N/A	\$0	N/A	\$0
UC Berkeley	\$37	N/A	\$70	N/A	\$124	N/A
UC Davis	No Match					
UC Los Angeles	\$37	N/A	\$70	N/A	\$124	N/A
UC San Diego	\$37	N/A	\$70	N/A	\$124	N/A